

## POL022 Modern Slavery Policy Statement

Although my company does not fall under the requirements of the Modern Slavery Act 2015 (Turnover less than £36 Million) I am committed to ensuring acts of modern-day slavery and human trafficking will never be an issue within my company and its External Providers, including sub-contractors, and partners.

I will ensure that there is full transparency within my company and our External Providers of goods and services to the organisation.

As part of my company's due diligence processes into slavery and human trafficking the External Provider approval process will incorporate a review of the controls undertaken by the External Provider whenever the External Provider falls under the requirements of the Modern Slavery Act.

Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

I will not permit my company to support or deal with any business knowingly involved in slavery or human trafficking. My Directors and Senior Management Team shall take responsibility for implementing this policy statement and its objectives and shall provide when deemed necessary adequate resources (training, etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its External Providers.

A copy of this policy will be made available and briefed to all of our Employees with a copy of the Modern Slavery Act 2015 held within the Legislation Register and available to all employees upon request.

This Policy takes into account and supports, the policies, procedures and requirements documented in our Integrated Management System, which is compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO45001:2018

Formal procedures concerning slavery and human trafficking will be established, when required including disciplinary procedures where the requirements of the Act have been identified as being breached.

I will ensure that this policy is communicated to and understood by all of my employees and where necessary our External Service Providers. It is included within the Management Review Process to ensure its continuing suitability and relevance to the company activities and status.

Liam Clear  
Managing Director  
Pyramid Builders Ltd

September 2021

